

Note to users: The NCS (National Compensation Survey) is a BLS establishment survey of employee salaries, wages, and benefits. The survey is designed to produce data at local levels, within broad regions, and nationwide. The NCS will replace 3 existing BLS surveys: Employment Cost Index (ECI), Occupational Compensation Survey Program (OCSP), and Employee Benefits Survey (EBS).

The chief reasons for developing the NCS are: 1) Expand existing compensation programs by covering more occupations, by publishing more local data, and by representing all workers; 2) Eliminate duplicate data collection and processing requirements; 3) Reduce respondent burden; 4) Develop more efficient and streamlined collection and processing techniques; 5) Improve the quality of published data; 6) Produce a variety of local and national data; and 7) Address budget constraints.

The Bureau of Labor Statistics' Office of Compensation Levels and Trends (OCLT) is redesigning its compensation statistics to reflect the workplace of the 21st century. This initiative is named the National Compensation Survey (NCS); formerly, it was called COMP2000. Under the COMP2000 banner, BLS conducted six test surveys using new concepts and procedures for selecting occupations and determining the level of duties and responsibilities of those occupations.

The NCS will cover civilian workers in private industry establishments and State and local governments. It excludes private households, the Federal government, and agriculture. BLS began collecting the wage portion of the NCS starting in the fall of 1996 at which time the OCSP survey was discontinued.

#### Ready Facts Catalog for the Reading, PA National Compensation Survey:

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Table 6-1. Hourly wage percentiles for establishment jobs,<sup>1</sup> all workers:<sup>2</sup> Selected occupations, all industries, National Compensation Survey, Reading, PA, January 2004

Occupation <sup>3</sup>	10	25	Median 50	75	90
<b>All</b> .....	\$9.10	\$11.80	\$15.80	\$21.38	\$30.44
All excluding sales .....	9.25	12.20	15.95	21.64	31.02
<b>White collar</b> .....	10.54	13.70	18.75	28.26	41.77
White collar excluding sales .....	11.25	14.26	19.64	29.42	42.60
<b>Professional specialty and technical</b> .....	15.95	19.56	25.38	34.90	45.72
Professional specialty .....	20.50	24.95	29.42	40.53	48.52
Engineers, architects, and surveyors .....	25.99	27.21	38.81	44.09	51.36
Mathematical and computer scientists .....	13.85	23.54	25.48	25.87	30.24
Computer systems analysts and scientists .....	13.85	25.48	25.48	25.87	30.24
Health related .....	22.95	24.53	25.38	26.51	29.42
Registered nurses .....	22.85	23.96	25.38	26.00	27.01
Teachers, college and university .....	28.79	36.85	45.82	49.31	59.94
Teachers, except college and university .....	25.22	29.64	36.15	44.67	49.67
Elementary school teachers .....	24.47	28.75	34.23	44.99	49.67
Secondary school teachers .....	25.69	29.57	36.06	44.17	48.25
Teachers, n.e.c. ....	26.88	31.98	38.25	44.78	50.23
Librarians, archivists, and curators .....	—	—	—	—	—
Social scientists and urban planners .....	—	—	—	—	—
Social, recreation, and religious workers .....	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c. ....	—	—	—	—	—
Technical .....	13.71	16.42	18.50	21.97	24.99
Licensed practical nurses .....	16.48	17.05	18.49	19.00	19.31
<b>Executive, administrative, and managerial</b> .....	16.96	21.38	28.83	37.87	71.35
Executives, administrators, and managers .....	22.12	27.60	34.62	47.77	71.64
Financial managers .....	20.25	20.25	20.25	26.92	33.65
Administrators, education and related fields .....	23.08	41.65	46.68	47.77	58.97
Managers and administrators, n.e.c. ....	22.12	25.98	31.20	37.02	59.66
Management related .....	15.87	16.96	21.29	25.75	34.05
Accountants and auditors .....	15.87	15.87	18.27	24.76	34.05
<b>Sales</b> .....	6.75	8.39	10.30	14.81	23.54
<b>Administrative support, including clerical</b> .....	9.90	11.25	13.25	16.00	17.30
Secretaries .....	12.10	13.25	14.51	16.22	20.10
Order clerks .....	9.90	11.30	11.80	14.90	16.00
Bookkeepers, accounting and auditing clerks .....	9.45	10.30	13.22	14.63	15.82
Traffic, shipping and receiving clerks .....	10.17	11.49	12.80	14.45	16.66
Teachers' aides .....	7.50	8.75	9.55	10.64	14.54
Administrative support, n.e.c. ....	8.96	10.67	12.47	15.32	16.83
<b>Blue collar</b> .....	9.25	12.53	14.99	17.85	21.65
<b>Precision production, craft, and repair</b> .....	13.00	16.24	19.00	21.70	27.26
Supervisors, production .....	16.63	17.77	21.63	26.92	28.87
Machinists .....	16.25	16.85	20.48	23.96	23.96
<b>Machine operators, assemblers, and inspectors</b> .....	9.79	12.53	14.85	17.00	20.88
Fabricating machine operators, n.e.c. ....	9.60	11.00	15.08	17.33	18.79
Molding and casting machine operators .....	14.40	14.40	15.64	19.29	22.35
Packaging and filling machine operators .....	9.79	13.00	14.25	14.43	15.80
Mixing and blending machine operators .....	10.00	10.70	14.37	15.04	16.88
Miscellaneous machine operators, n.e.c. ....	7.50	8.50	13.87	15.61	15.92
Assemblers .....	11.13	12.28	13.45	14.43	16.00
<b>Transportation and material moving</b> .....	9.59	12.97	16.25	18.01	20.23
Truck drivers .....	12.60	15.13	16.73	17.23	23.91
Bus drivers .....	8.24	12.25	13.51	15.91	18.01
Industrial truck and tractor equipment operators ..	12.20	12.97	15.15	16.15	16.25
<b>Handlers, equipment cleaners, helpers, and laborers</b> .....	8.15	10.33	13.60	15.25	16.73
Production helpers .....	7.92	8.63	14.00	14.00	14.88
Stock handlers and baggers .....	7.50	7.60	8.35	11.05	13.80
Machine feeders and offbearers .....	9.24	9.69	13.40	14.02	16.34
Hand packers and packagers .....	12.45	13.40	13.40	13.66	14.29
Laborers, except construction, n.e.c. ....	7.10	9.50	13.98	16.03	16.23

See footnotes at end of table.

Table 6-1. **Hourly wage percentiles for establishment jobs,<sup>1</sup> all workers:<sup>2</sup> Selected occupations, all industries, National Compensation Survey, Reading, PA, January 2004** — Continued

Occupation <sup>3</sup>	10	25	Median 50	75	90
<b>Service</b> .....	\$6.25	\$8.75	\$11.00	\$14.88	\$20.20
Protective service .....	20.20	20.20	21.25	23.13	26.22
Police and detectives, public service .....	21.25	21.25	23.13	24.80	26.77
Food service .....	2.83	6.00	8.50	9.98	12.38
Waiters, waitresses, and bartenders .....	2.83	2.83	2.83	9.09	9.98
Other food service .....	6.25	7.55	8.75	11.51	15.04
Food preparation, n.e.c. ....	6.25	7.25	8.64	8.75	10.17
Health service .....	9.25	9.81	10.94	12.60	14.88
Nursing aides, orderlies and attendants .....	9.25	9.76	10.94	12.08	13.97
Cleaning and building service .....	8.86	10.50	13.03	15.62	17.91
Janitors and cleaners .....	8.50	9.45	11.70	13.97	15.80
Personal service .....	6.00	6.25	8.00	8.75	8.75

<sup>1</sup> Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings and the hours they are scheduled to work. At the 50th percentile, the median, half of the hours are paid the same as or more than the rate shown, and half are paid the same as or less than the rate shown. At the 25th percentile, one-fourth of the hours are paid the same as or less than the rate shown. At the 75th percentile, one-fourth are paid the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic. Hourly wages are the straight-time wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, and holidays;

nonproduction bonuses; and tips.

<sup>2</sup> All workers include full-time and part-time workers.

<sup>3</sup> A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means "not elsewhere classified." Overall occupational groups may include data for categories not shown separately.

Table 6-2. Hourly wage percentiles for establishment jobs,<sup>1</sup> all workers:<sup>2</sup> Selected occupations, private industry, National Compensation Survey, Reading, PA, January 2004

Occupation <sup>3</sup>	Private industry				
	10	25	Median 50	75	90
<b>All</b> .....	\$8.88	\$11.35	\$15.07	\$20.10	\$25.98
All excluding sales .....	9.00	11.69	15.25	20.23	26.00
<b>White collar</b> .....	10.23	12.89	17.00	24.99	33.65
White collar excluding sales .....	11.25	13.75	17.50	25.38	35.82
<b>Professional specialty and technical</b> .....	14.78	17.50	22.93	26.09	37.33
Professional specialty .....	17.00	23.39	25.48	31.98	40.85
Engineers, architects, and surveyors .....	25.99	27.21	38.81	44.09	51.36
Mathematical and computer scientists .....	13.85	23.54	25.48	25.87	30.24
Computer systems analysts and scientists .....	13.85	25.48	25.48	25.87	30.24
Health related .....	22.78	24.14	25.38	26.50	29.42
Registered nurses .....	22.68	23.92	25.38	26.00	26.75
Teachers, college and university .....	19.23	22.75	31.63	52.23	60.05
Social, recreation, and religious workers .....	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c. ....	—	—	—	—	—
Technical .....	13.48	16.42	18.75	21.97	24.99
<b>Executive, administrative, and managerial</b> .....	16.34	21.29	26.22	36.06	71.64
Executives, administrators, and managers .....	22.12	25.98	31.50	59.66	71.64
Financial managers .....	20.25	20.25	20.25	26.92	33.65
Managers and administrators, n.e.c. ....	22.12	25.98	31.11	36.91	59.66
Management related .....	15.87	16.90	21.29	21.88	34.05
Accountants and auditors .....	15.87	15.87	18.27	24.76	34.05
<b>Sales</b> .....	6.75	8.39	10.30	15.28	23.54
<b>Administrative support, including clerical</b> .....	10.00	11.25	13.25	16.19	17.30
Secretaries .....	12.10	13.25	13.75	16.22	20.10
Order clerks .....	9.90	11.30	11.80	14.90	16.00
Bookkeepers, accounting and auditing clerks .....	9.25	10.13	10.80	14.00	14.66
Traffic, shipping and receiving clerks .....	10.17	11.49	12.80	14.45	16.66
<b>Blue collar</b> .....	9.19	12.45	14.85	17.25	21.65
<b>Precision production, craft, and repair</b> .....	12.57	16.25	19.00	21.98	27.50
Supervisors, production .....	16.63	17.77	21.63	26.92	28.87
Machinists .....	16.25	16.85	20.48	23.96	23.96
<b>Machine operators, assemblers, and inspectors</b> .....	9.79	12.54	14.85	17.00	21.22
Fabricating machine operators, n.e.c. ....	9.60	11.00	15.08	17.33	18.79
Molding and casting machine operators .....	14.40	14.40	15.64	19.29	22.35
Packaging and filling machine operators .....	9.79	13.00	14.25	14.43	15.80
Mixing and blending machine operators .....	10.00	10.70	14.37	15.04	16.88
Miscellaneous machine operators, n.e.c. ....	7.50	8.50	13.87	15.61	15.92
Assemblers .....	11.13	12.28	13.45	14.43	16.00
<b>Transportation and material moving</b> .....	8.99	12.50	16.23	17.85	20.23
Truck drivers .....	12.60	16.25	16.73	17.23	23.91
Industrial truck and tractor equipment operators ..	12.20	12.97	15.15	16.15	16.25
<b>Handlers, equipment cleaners, helpers, and laborers</b> .....	8.09	10.05	13.40	15.13	16.13
Production helpers .....	7.92	8.63	14.00	14.00	14.88
Stock handlers and baggers .....	7.50	7.60	8.35	11.05	13.80
Machine feeders and offbearers .....	9.24	9.69	13.40	14.02	16.34
Hand packers and packagers .....	12.45	13.40	13.40	13.66	14.29
Laborers, except construction, n.e.c. ....	7.05	9.00	13.45	16.03	16.33
<b>Service</b> .....	6.00	8.60	9.86	12.59	15.62
Protective service .....	—	—	—	—	—
Food service .....	2.83	5.35	7.77	8.95	11.28
Waiters, waitresses, and bartenders .....	2.83	2.83	2.83	9.09	9.98
Other food service .....	6.25	7.25	8.50	8.95	13.00
Health service .....	9.25	9.76	10.66	11.48	14.07
Nursing aides, orderlies and attendants .....	9.25	9.76	10.42	11.00	12.22
Cleaning and building service .....	8.82	9.80	12.87	15.68	18.15
Janitors and cleaners .....	7.60	8.82	9.64	12.75	14.80

See footnotes at end of table.

Table 6-2. **Hourly wage percentiles for establishment jobs,<sup>1</sup> all workers:<sup>2</sup> Selected occupations, private industry, National Compensation Survey, Reading, PA, January 2004** — Continued

Occupation <sup>3</sup>	Private industry				
	10	25	Median 50	75	90
<b>Service</b> —Continued					
Personal service .....	—	—	—	—	—

<sup>1</sup> Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings and the hours they are scheduled to work. At the 50th percentile, the median, half of the hours are paid the same as or more than the rate shown, and half are paid the same as or less than the rate shown. At the 25th percentile, one-fourth of the hours are paid the same as or less than the rate shown. At the 75th percentile, one-fourth are paid the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic. Hourly wages are the straight-time wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, and holidays;

nonproduction bonuses; and tips.

<sup>2</sup> All workers include full-time and part-time workers.

<sup>3</sup> A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means "not elsewhere classified." Overall occupational groups may include data for categories not shown separately.

Table 6-3. Hourly wage percentiles for establishment jobs,<sup>1</sup> all workers:<sup>2</sup> Selected occupations, State and local government, National Compensation Survey, Reading, PA, January 2004

Occupation <sup>3</sup>	State and local government				
	10	25	Median 50	75	90
<b>All</b> .....	\$11.36	\$14.54	\$21.25	\$33.81	\$44.99
All excluding sales .....	11.41	14.58	21.25	33.89	44.99
<b>White collar</b> .....	12.59	16.43	30.44	41.23	47.84
White collar excluding sales .....	12.63	16.58	30.44	41.35	47.86
<b>Professional specialty and technical</b> .....	20.45	26.24	34.82	44.64	49.67
Professional specialty .....	24.34	28.01	35.94	44.94	49.83
Health related .....	—	—	—	—	—
Teachers, college and university .....	—	—	—	—	—
Teachers, except college and university .....	25.22	29.64	36.15	44.67	49.67
Elementary school teachers .....	24.47	28.75	34.23	44.99	49.67
Secondary school teachers .....	25.69	29.57	36.06	44.17	48.25
Teachers, n.e.c. ....	26.88	31.98	38.25	44.78	50.23
Librarians, archivists, and curators .....	—	—	—	—	—
Social scientists and urban planners .....	—	—	—	—	—
Social, recreation, and religious workers .....	—	—	—	—	—
Technical .....	—	—	—	—	—
<b>Executive, administrative, and managerial</b> .....	25.50	30.44	34.62	42.06	46.68
Executives, administrators, and managers .....	34.62	34.62	34.62	42.45	47.77
Management related .....	23.00	25.50	30.44	30.44	42.06
<b>Sales</b> .....	—	—	—	—	—
<b>Administrative support, including clerical</b> .....	9.05	10.82	14.05	15.15	17.15
Secretaries .....	13.14	13.67	15.29	17.14	19.20
Teachers' aides .....	7.50	8.75	9.55	10.64	14.54
<b>Blue collar</b> .....	11.67	14.43	17.15	19.59	24.78
<b>Precision production, craft, and repair</b> .....	13.97	15.76	19.59	20.08	20.45
<b>Machine operators, assemblers, and inspectors</b> .....	—	—	—	—	—
<b>Transportation and material moving</b> .....	13.67	15.00	17.15	18.25	19.59
<b>Handlers, equipment cleaners, helpers, and laborers</b> .....	10.34	14.14	18.54	24.78	24.78
<b>Service</b> .....	10.34	12.26	15.80	21.25	23.13
Protective service .....	20.20	20.20	21.25	23.13	26.22
Police and detectives, public service .....	21.25	21.25	23.13	24.80	26.77
Food service .....	8.50	9.48	11.87	13.93	15.99
Other food service .....	8.50	9.48	11.87	13.93	15.99
Food preparation, n.e.c. ....	8.30	8.50	9.05	13.25	13.93
Health service .....	—	—	—	—	—
Cleaning and building service .....	10.00	11.20	13.53	15.46	16.04
Janitors and cleaners .....	10.00	11.20	13.38	15.15	16.04
Personal service .....	—	—	—	—	—

<sup>1</sup> Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings and the hours they are scheduled to work. At the 50th percentile, the median, half of the hours are paid the same as or more than the rate shown, and half are paid the same as or less than the rate shown. At the 25th percentile, one-fourth of the hours are paid the same as or less than the rate shown. At the 75th percentile, one-fourth are paid the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic. Hourly wages are the straight-time wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, and holidays;

nonproduction bonuses; and tips.

<sup>2</sup> All workers include full-time and part-time workers.

<sup>3</sup> A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means "not elsewhere classified." Overall occupational groups may include data for categories not shown separately.

Table 6-4. Hourly wage percentiles for establishment jobs,<sup>1</sup> full-time workers:<sup>2</sup> Selected occupations, all industries, National Compensation Survey, Reading, PA, January 2004

Occupation <sup>3</sup>	10	25	Median 50	75	90
<b>All</b> .....	\$9.69	\$12.48	\$16.00	\$21.65	\$31.25
All excluding sales .....	9.82	12.87	16.00	21.65	31.44
<b>White collar</b> .....	11.00	14.06	19.25	28.60	42.19
White collar excluding sales .....	11.40	14.50	19.84	30.11	43.15
<b>Professional specialty and technical</b> .....	16.10	19.56	25.38	36.15	45.72
Professional specialty .....	20.60	25.17	30.24	40.85	49.24
Engineers, architects, and surveyors .....	25.99	27.21	38.81	44.09	51.36
Mathematical and computer scientists .....	13.85	23.54	25.48	25.87	30.24
Computer systems analysts and scientists .....	13.85	25.48	25.48	25.87	30.24
Health related .....	23.26	24.95	25.38	27.02	29.42
Registered nurses .....	22.85	24.95	25.38	26.00	27.01
Teachers, college and university .....	29.54	37.76	45.82	49.31	59.94
Teachers, except college and university .....	25.46	29.94	36.24	44.64	49.67
Elementary school teachers .....	24.47	28.75	34.23	44.99	49.67
Secondary school teachers .....	25.69	29.57	36.06	44.17	48.25
Librarians, archivists, and curators .....	—	—	—	—	—
Social scientists and urban planners .....	—	—	—	—	—
Social, recreation, and religious workers .....	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c. ....	—	—	—	—	—
Technical .....	14.50	16.42	18.51	21.97	24.99
<b>Executive, administrative, and managerial</b> .....	16.96	21.38	28.83	37.87	71.35
Executives, administrators, and managers .....	22.12	27.60	34.62	47.77	71.64
Financial managers .....	20.25	20.25	20.25	26.92	33.65
Administrators, education and related fields .....	23.08	41.65	46.68	47.77	58.97
Managers and administrators, n.e.c. ....	22.12	25.98	31.20	37.02	59.66
Management related .....	15.87	16.96	21.29	25.75	34.05
Accountants and auditors .....	15.87	15.87	18.27	24.76	34.05
<b>Sales</b> .....	7.12	8.85	11.06	17.24	23.69
<b>Administrative support, including clerical</b> .....	10.10	11.28	13.70	16.10	17.30
Secretaries .....	13.25	13.25	14.60	16.22	20.10
Order clerks .....	9.90	11.30	11.80	14.90	16.00
Bookkeepers, accounting and auditing clerks .....	9.45	10.30	13.22	14.63	15.82
Traffic, shipping and receiving clerks .....	10.17	11.49	12.80	14.45	16.66
Teachers' aides .....	9.05	10.05	10.73	14.54	17.08
<b>Blue collar</b> .....	9.59	12.90	15.07	17.98	21.65
<b>Precision production, craft, and repair</b> .....	13.00	16.24	19.00	21.70	27.26
Supervisors, production .....	16.63	17.77	21.63	26.92	28.87
Machinists .....	16.25	16.85	20.48	23.96	23.96
<b>Machine operators, assemblers, and inspectors</b> .....	9.89	12.75	14.85	17.00	21.65
Fabricating machine operators, n.e.c. ....	9.60	11.00	15.08	17.33	18.79
Molding and casting machine operators .....	14.40	14.40	15.64	19.29	22.35
Packaging and filling machine operators .....	9.79	13.00	14.25	14.43	15.80
Mixing and blending machine operators .....	10.00	10.70	14.37	15.04	16.88
Miscellaneous machine operators, n.e.c. ....	7.50	8.50	13.87	15.61	15.92
Assemblers .....	11.15	12.35	13.47	14.48	16.00
<b>Transportation and material moving</b> .....	9.59	13.51	16.35	18.49	20.23
Truck drivers .....	12.60	15.13	16.73	17.23	23.91
Industrial truck and tractor equipment operators ..	12.20	12.97	15.15	16.15	16.25
<b>Handlers, equipment cleaners, helpers, and laborers</b> .....	8.46	10.72	13.60	15.25	16.73
Production helpers .....	7.92	8.63	14.00	14.00	14.88
Machine feeders and offbearers .....	9.24	9.69	13.40	14.02	16.34
Hand packers and packagers .....	12.45	13.40	13.40	13.66	14.29
Laborers, except construction, n.e.c. ....	7.45	10.20	14.25	16.03	16.23
<b>Service</b> .....	8.75	9.53	11.93	15.68	21.25
Protective service .....	20.20	20.20	21.25	23.13	26.22
Police and detectives, public service .....	21.25	21.25	23.13	24.80	26.77
Food service .....	7.00	8.50	8.95	10.40	15.15
Waiters, waitresses, and bartenders .....	—	—	—	—	—

See footnotes at end of table.

Table 6-4. **Hourly wage percentiles for establishment jobs,<sup>1</sup> full-time workers:<sup>2</sup> Selected occupations, all industries, National Compensation Survey, Reading, PA, January 2004** — Continued

Occupation <sup>3</sup>	10	25	Median 50	75	90
<b>Service</b> —Continued					
Food service —Continued					
Other food service .....	\$6.70	\$8.00	\$8.75	\$12.00	\$15.99
Health service .....	9.25	9.83	10.94	13.14	14.90
Nursing aides, orderlies and attendants .....	9.25	9.81	10.94	12.60	14.10
Cleaning and building service .....	8.93	10.55	13.38	15.62	17.91
Janitors and cleaners .....	8.50	9.45	11.90	14.00	15.80
Personal service .....	—	—	—	—	—

<sup>1</sup> Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings and the hours they are scheduled to work. At the 50th percentile, the median, half of the hours are paid the same as or more than the rate shown, and half are paid the same as or less than the rate shown. At the 25th percentile, one-fourth of the hours are paid the same as or less than the rate shown. At the 75th percentile, one-fourth are paid the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic. Hourly wages are the straight-time wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, and holidays; nonproduction bonuses; and tips.

<sup>2</sup> Employees are classified as working either a full-time or a part-time

schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

<sup>3</sup> A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means "not elsewhere classified." Overall occupational groups may include data for categories not shown separately.



Table 6-5. **Hourly wage percentiles for establishment jobs,<sup>1</sup> part-time workers:<sup>2</sup> Selected occupations, all industries, National Compensation Survey, Reading, PA, January 2004**

Occupation <sup>3</sup>	10	25	Median 50	75	90
<b>All</b> .....	\$2.83	\$6.31	\$8.85	\$11.51	\$23.00
All excluding sales .....	2.83	6.20	8.75	12.10	23.92
<b>White collar</b> .....	7.50	9.33	11.15	22.95	25.38
White collar excluding sales .....	8.75	10.33	15.91	23.92	25.38
<b>Professional specialty and technical</b> .....	11.03	16.88	23.00	25.38	31.61
Professional specialty .....	17.89	23.00	24.66	25.38	32.91
Health related .....	22.70	23.00	24.66	25.38	26.75
Registered nurses .....	22.70	23.00	24.66	25.38	26.75
Teachers, college and university .....	—	—	—	—	—
Teachers, except college and university .....	11.40	14.42	32.91	45.47	46.36
Technical .....	—	—	—	—	—
<b>Sales</b> .....	6.55	6.85	9.50	9.93	10.70
<b>Administrative support, including clerical</b> .....	7.50	8.67	9.90	12.10	12.10
Teachers' aides .....	7.50	8.50	8.85	9.85	10.64
<b>Blue collar</b> .....	5.69	6.31	8.09	10.40	14.45
<b>Machine operators, assemblers, and inspectors</b> .....	—	—	—	—	—
<b>Transportation and material moving</b> .....	6.25	8.85	12.50	14.45	15.91
Bus drivers .....	6.25	8.85	12.50	14.45	15.91
<b>Handlers, equipment cleaners, helpers, and laborers</b> .....	—	—	—	—	—
<b>Service</b> .....	2.83	2.83	6.25	8.60	11.00
Protective service .....	—	—	—	—	—
Food service .....	2.83	2.83	2.83	6.25	8.55
Waiters, waitresses, and bartenders .....	—	—	—	—	—
Other food service .....	5.75	6.25	7.50	8.68	11.51
Food preparation, n.e.c. ....	5.50	6.15	7.00	8.30	8.70
Health service .....	—	—	—	—	—
Cleaning and building service .....	—	—	—	—	—
Personal service .....	—	—	—	—	—

<sup>1</sup> Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings and the hours they are scheduled to work. At the 50th percentile, the median, half of the hours are paid the same as or more than the rate shown, and half are paid the same as or less than the rate shown. At the 25th percentile, one-fourth of the hours are paid the same as or less than the rate shown. At the 75th percentile, one-fourth are paid the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic. Hourly wages are the straight-time wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, and holidays; nonproduction bonuses; and tips.

<sup>2</sup> Employees are classified as working either a full-time or a part-time

schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

<sup>3</sup> A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

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